

109TH CONGRESS
1ST SESSION

H. R. 3972

To provide effective training and education programs for displaced homemakers, single parents, and individuals entering nontraditional employment.

IN THE HOUSE OF REPRESENTATIVES

OCTOBER 6, 2005

Ms. HART (for herself and Ms. MILLENDER-McDONALD) introduced the following bill; which was referred to the Committee on Education and the Workforce

A BILL

To provide effective training and education programs for displaced homemakers, single parents, and individuals entering nontraditional employment.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Pathways Advancing
5 Career Training Act”.

6 **SEC. 2. PURPOSE AND FINDINGS.**

7 (a) PURPOSE.—The purpose of this Act is to provide
8 assistance to States for preparatory services, education
9 and training programs, supportive service assistance, and

1 referral services to displaced homemakers, single parents,
2 and individuals pursuing high-skill, high-wage nontradi-
3 tional occupations. Such assistance will create workforce
4 pathways for individuals in transition and help meet the
5 employment needs of high-skilled, high-wage industries,
6 including those facing significant skilled labor shortages.

7 (b) FINDINGS.—Congress finds the following:

8 (1) A high quality, productive, and diverse
9 workforce is necessary to compete in the global econ-
10 omy.

11 (2) There are approximately 21,000,000 dis-
12 placed homemakers and single parents in the United
13 States for whom the pathway to employment and
14 economic independence requires education and train-
15 ing services.

16 (3) The education and training needs of dis-
17 placed homemakers, and single parents, and individ-
18 uals pursuing nontraditional occupations are not
19 sufficiently met through existing systems.

20 (4) Displaced homemakers and single parents
21 represent an untapped resource to enter unfilled po-
22 sitions in the information technology sector, and
23 these individuals represent an untapped resource to
24 address the growing skilled labor shortage in the
25 construction sector.

1 (5) Employment in information technology and
 2 high skill, high wage nontraditional careers offers
 3 wages and advancement opportunities to help fami-
 4 lies achieve economic independence.

5 (6) Vocational education programs continue to
 6 be highly sex-segregated resulting in a dearth of fe-
 7 male students filling the pipeline for jobs in the
 8 growing high-skill high-wage labor market, especially
 9 in the areas of technology and the skilled trades.

10 **SEC. 3. DEFINITIONS.**

11 Except as otherwise specified in this Act, as used in
 12 this Act:

13 (1) **COMMUNITY-BASED ORGANIZATION.**—The
 14 term “community-based organization” means a pub-
 15 lic or private nonprofit organization of demonstrated
 16 effectiveness that—

17 (A) is representative of a community or
 18 significant segments of a community; and

19 (B) provides educational, preparatory or
 20 related services to individuals in the community.

21 (2) **DISPLACED HOMEMAKER.**—The term “dis-
 22 placed homemaker” means an individual who has
 23 been providing unpaid services to family members in
 24 the home and who—

1 (A) has been dependent on the income of
2 another family member but is no longer sup-
3 ported by that income; and

4 (B) is unemployed or underemployed and
5 is experiencing difficulty in obtaining or up-
6 grading employment.

7 (3) ELIGIBLE STATE AGENCY.—The term “eli-
8 gible State agency” means a State board designated
9 or created as the State agency responsible for the
10 administration of vocational education in the State.

11 (4) ELIGIBLE RECIPIENT.—The term “eligible
12 recipient” means a community-based organization,
13 an area vocational school, a local educational agency,
14 a postsecondary vocational institution, or other enti-
15 ties that have demonstrated ability to meet the edu-
16 cation and training needs of displaced homemakers,
17 single parents and students in secondary and post-
18 secondary programs preparing for high-skill, high-
19 wage nontraditional training and employment.

20 (5) LOCAL EDUCATIONAL AGENCY.—The term
21 “local educational agency” has the meaning given
22 such term in section 14101 of the Elementary and
23 Secondary Education Act of 1965 (20 U.S.C. 8801).

24 (6) NONTRADITIONAL EMPLOYMENT.—The
25 term “nontraditional employment,” refers to occupa-

tions or fields of work for which individuals from one gender comprise less than 25 percent of the individuals employed in each such occupation or field of work.

(7) PREPARATORY SERVICES.—The term “preparatory services” means services, programs, or activities designed to assist individuals who are not enrolled in education or training programs in the selection of, or preparation for participation in, an appropriate education or training program, such as—

(A) services, programs, or activities related to outreach in the recruitment of potential students;

(B) career and personal counseling and life skills development;

(C) vocational assessment and testing;

(D) pre-vocational services, including remediation, pre-apprenticeship assistance and other services to prepare individuals to succeed in vocational studies in high-skill, high-wage non-traditional fields; and

(E) other appropriate services, programs, or activities.

(8) POSTSECONDARY VOCATIONAL INSTITUTION.—The term “postsecondary vocation institu-

tion” has the same meaning given such term in section 102(c) of the Higher Education Act of 1965 (20 U.S.C. 1002(C)).

(9) SECONDARY SCHOOL.—The term “secondary school” has the meaning given the term in section 14101 of the Elementary and Secondary Education Act of 1965 (20 U.S.C. 8801).

(10) SECRETARY.—The term “Secretary” means the Secretary of Education.

(11) SELF-SUFFICIENCY STANDARD.—The term “self-sufficiency standard” is a measure of how much income families need to cover their basic costs without subsidies. It uses a consistent methodology that calculates the costs of living and working (including taxes) based upon sub-state geographic location, family size, and composition.

(12) SINGLE PARENT.—The term “single parent” means an individual who is unmarried and—

(A) has a minor child or children for which the parent has either custody or joint custody;
or

(B) is pregnant.

(13) SUPPORTIVE SERVICES.—The term “supportive services” means services such as transportation, child care, dependent care, and needs based

1 payment, that are necessary to enable an individual
2 to participate in education and training activities.

3 **SEC. 4. PROGRAM AUTHORIZED.**

4 The Secretary of Education is authorized to provide
5 grants to States to enable such States to develop or en-
6 hance programs described in section 8.

7 **SEC. 5. ALLOCATION.**

8 (a) IN GENERAL.—The Secretary shall allot funds to
9 the States under this Act based on the ratio of the popu-
10 lation between the ages of 16 and 64 of each State to
11 the total population between the ages of 16 and 64 in all
12 of the States.

13 (b) SUPPLEMENT NOT SUPPLANT.—Funds provided
14 under this Act shall be used to supplement not supplant
15 other Federal, State, and local public funds expended to
16 provide services to displaced homemakers, single parents,
17 and students pursuing high-skill, high-wage nontraditional
18 occupations.

19 **SEC. 6. STATE PLAN.**

20 (a) IN GENERAL.—Each eligible State agency shall
21 prepare and submit to the Secretary a plan for a 5-year
22 period, together with such annual revisions as the eligible
23 State agency determines to be necessary.

24 (b) REVISIONS AND REVIEW.—Each eligible State
25 agency shall—

1 (1) submit such annual revisions of the plan to
2 the Secretary as the eligible State agency determines
3 to be necessary; and

4 (2) after the second year of the 5-year State
5 plan, conduct a review of activities assisted under
6 this Act and submit any revisions of the State plan
7 that the eligible State agency determines necessary
8 to the Secretary.

9 (c) PLAN DEVELOPMENT.—The eligible State agency
10 shall develop the State plan in consultation with experts,
11 students in displaced homemaker, single parent, and non-
12 traditional training programs, and any other individual
13 the State considers necessary.

14 (d) PLAN CONTENTS.—The State plan shall include
15 information that—

16 (1) describes the preparatory services and voca-
17 tional education activities to be assisted that are de-
18 signed to assist single parents, displaced home-
19 makers, and students pursuing high-skill, high-wage
20 nontraditional training and employment;

21 (2) describes the process for soliciting competi-
22 tive applications and the criteria that will be used by
23 the eligible State agency in awarding eligible recipi-
24 ents funds under this Act;

1 (3) describes how comprehensive professional
2 development will be provided;

3 (4) describes how the eligible State agency
4 will—

5 (A) annually evaluate the effectiveness of
6 such programs; and

7 (B) coordinate such programs to ensure
8 non-duplication with other existing Federal pro-
9 grams;

10 (5) provides assurances that the eligible State
11 agency will comply with the requirements of this Act
12 and the provisions of the State plan, including the
13 provision of a financial audit of funds received under
14 this Act which may be included as part of an audit
15 of other Federal or State programs;

16 (6) provides assurances that none of the funds
17 expended under this Act will be used to acquire
18 equipment (including computer software) in any in-
19 stance in which such acquisition results in a direct
20 financial benefit to any organization representing
21 the interests of the purchasing entity, the employees
22 of the purchasing entity, or any affiliate of such an
23 organization;

1 (7) describes how the eligible State agency will
2 measure and report the progress of the students who
3 are served pursuant to this Act, including—

4 (A) single parent and displaced home-
5 maker's participation in and completion of a vo-
6 cational education program;

7 (B) students' participation in and comple-
8 tion of vocational education programs that lead
9 to high-skill, high-wage nontraditional training
10 and employment;

11 (C) single parent and displaced home-
12 maker's attainment of a secondary school di-
13 ploma or its recognized equivalent;

14 (D) single parent and displaced home-
15 maker's placement in postsecondary education
16 or advanced training, placement in military
17 service, or placement in employment;

18 (E) student placement in high-skill, high-
19 wage nontraditional employment; and

20 (F) single parent and displaced home-
21 maker's participation in and completion of voca-
22 tional education programs that will prepare
23 them to earn wages equal to or greater than
24 that determined by the self sufficiency stand-
25 ard;

1 (8) describes how the eligible State agency will
2 provide eligible recipients with technical assistance,
3 and conduct other technical assistance activities de-
4 scribed in section 9; and

5 (9) describes the methods proposed for the joint
6 planning and coordination of programs carried out
7 under this Act with other Federal programs.

8 (e) PLAN OPTION.—The eligible State agency may
9 fulfill the requirements of subsection (d) by submitting a
10 plan under section 123 of the Carl D. Perkins Vocational
11 and Technical Education Act of 1998 (20 U.S.C. 2343).

12 (f) PLAN APPROVAL.—The Secretary shall consider
13 a plan or revision of a State plan approved, unless the
14 Secretary determines, within 120 days of submission, that
15 the State plan, or revision, respectively, does not meet the
16 requirements of this section.

17 **SEC. 7. ACCOUNTABILITY.**

18 (a) PURPOSE.—The purpose of this section is to es-
19 tablish activities, in coordination with the State perform-
20 ance accountability system, to assess the effectiveness of
21 the State in achieving progress of vocational education in
22 serving single parents, displaced homemakers and individ-
23 uals pursuing nontraditional training and employment,
24 and to maximize the return on investment of Federal
25 funds.

1 (b) CORE INDICATORS OF PERFORMANCE.—Each eli-
2 gible State agency shall identify in the State plan the proc-
3 ess used to collect data on the core indicators of perform-
4 ance from eligible recipients that include, at a minimum,
5 measures of each of the following:

6 (1) Participation and completion in a pre-
7 paratory services program.

8 (2) Participation in and completion of voca-
9 tional education programs that lead to high-skill,
10 high-wage nontraditional training and employment.

11 (3) Attainment of a secondary school diploma
12 or its recognized equivalent, a proficiency credential
13 in conjunction with a secondary school diploma, or
14 a postsecondary degree or credential.

15 (4) Placement in, retention in, and completion
16 of, postsecondary education or advanced training,
17 placement in military service, or placement or reten-
18 tion in employment.

19 (5) Placement and retention in high-skill, high-
20 wage nontraditional employment.

21 An eligible agency, with input from eligible recipients, may
22 identify in the State plan additional indicators of perform-
23 ance for vocational education activities authorized under
24 this Act, such as attainment of self-sufficiency.

1 (c) ANNUAL REPORT BY STATE AGENCY.—Each eli-
2 gible State agency shall transmit to the Secretary an an-
3 nual report of data compiled in accordance with section
4 7(b) disaggregated by gender, race, age, disability, na-
5 tional origin, ethnicity, and English proficiency status.
6 Each eligible State agency shall also report on technical
7 assistance delivered under section 9. The eligible State
8 agency may fulfill the requirements of reporting for core
9 indications in paragraphs (2) through (5) of subsection
10 (b) by submitting a report under section 113(c)(2) of the
11 Carl D. Perkins Vocational and Technical Education Act
12 of 1998 (20 U.S.C. 2324).

13 (d) ANNUAL REPORT OF THE SECRETARY.—The
14 Secretary shall transmit to Congress annually a national
15 report that describes the extent to which the purposes of
16 the Act are being achieved. The Secretary's report shall
17 include individual state annual reports and a compilation
18 of those state reports with national data disaggregated by
19 gender, race, age, disability, national origin, ethnicity, and
20 English proficiency status.

21 **SEC. 8. PROGRAMS FOR SINGLE PARENTS, DISPLACED**
22 **HOMEMAKERS, AND NONTRADITIONAL EM-**
23 **PLOYMENT.**

24 Except as provided in section 8(a), each State may
25 use funds provided under section 9 only to—

1 (1) provide programs for single parents and dis-
2 placed homemakers, including—

3 (A) subsidies, reimbursement, tuition as-
4 sistance, or payment for preparatory services,
5 necessary educational materials (including
6 books and supplies), career guidance and coun-
7 seling services, and supportive services;

8 (B) information to inform individuals of
9 vocational education and training programs, re-
10 lated supportive services, and counseling; and

11 (C) program services, counseling, and ac-
12 tivities to prepare individuals to attain market-
13 able skills for employment that will lead to eco-
14 nomic self-sufficiency;

15 (2) provide programs for individuals pursuing
16 high-skill, high-wage nontraditional training and em-
17 ployment, including—

18 (A) programs, preparatory services, coun-
19 seling, mentoring, tuition assistance and activi-
20 ties that will provide individuals with the skills
21 to pursue education and training in high-skill,
22 high-wage nontraditional careers, including in-
23 formation technology and other high skill and
24 high wage careers;

(B) programs services, counseling, professional development, and activities to—

(i) increase awareness of nontraditional occupations; and

(ii) to ensure a fair and respectful learning environment for all vocational education students, particularly those preparing for nontraditional employment; and

(C) replicable model programs and materials that increase participation, completion, and placement rates of individuals in high-skill, high-wage nontraditional employment.

SEC. 9. WITHIN STATE ALLOCATION AND ADMINISTRATION.

(a) RESERVATION FOR STATE ACTIVITIES.—From the amounts allocated under section 5, not more than 5 percent shall be reserved for State administration.

(b) MATCHING REQUIREMENT.—Each eligible State agency receiving funds made available under section 5(a), shall match, from non-Federal sources and on a dollar-for-dollar basis, the funds received under section 9.

(c) ADMINISTRATION.—Any State desiring to participate in a program authorized by this Act shall assign not less than one individual within the appropriate agency established to administer vocational education programs

1 within the State to assist in fulfilling the purposes of this
2 Act by—

3 (1) administering the program of vocational
4 education described in section 8;

5 (2) gathering, analyzing, and disseminating
6 data on the adequacy and effectiveness of vocational
7 education programs in the State as described in sec-
8 tion 7;

9 (3) developing the State plan described in sec-
10 tion 6;

11 (4) providing technical assistance and profes-
12 sional development in expanding vocational opportu-
13 nities for single parents and displaced homemakers,
14 and building institutional capacity to increase indi-
15 vidual's access to and success in high-skill, high-
16 wage nontraditional occupations, including—

17 (A) training of staff, including guidance
18 counselors, academic advisors, training coordi-
19 nators, teachers and instructors;

20 (B) public education and marketing mate-
21 rials;

22 (C) development of institutional and cross-
23 agency protocols and policies;

24 (D) tracking of utilization and impact of
25 policies and activities;

1 (E) participation in statewide coordination
2 activities with other agencies; and

3 (F) development of curriculum;

4 (5) managing the distribution of funds pursu-
5 ant to section 6;

6 (6) monitoring the use of funds distributed to
7 recipients under such programs; and

8 (7) evaluating the effectiveness of programs and
9 activities supported by such funds.

10 (d) COMPETITIVE AWARDS.—The Administrators as-
11 signed under subsection (c) shall—

12 (1) on a competitive basis, provide grants to eli-
13 gible recipients; and

14 (2) ensure that each grant is for a program
15 that is of sufficient size, scope, and quality to be ef-
16 fective.

17 **SEC. 10. AUTHORIZATION OF APPROPRIATIONS.**

18 There are authorized to be appropriated to carry out
19 this Act, \$200,000,000 for fiscal year 2006 and such sums
20 as may be necessary for each of the 4 succeeding fiscal
21 years.

○